

**CONFIDENTIAL**

ST-3641

MAY 13 '54

MEMORANDUM FOR: Assistant Director for Personnel

SUBJECT : Overtime Compensation for Hours Spent by Students  
in Agency-Sponsored Training Activities

REFERENCES : a. Memorandum dated 18 November 1953, and attachment, from Acting Personnel Director to General Counsel; Subject: Interpretation of Paragraph 4a of Regulation [REDACTED] Hours of Work 25X1A

b. Memorandum dated 18 November 1953, and attachment, from Acting Personnel Director to Director of Training; Subject: Interpretation of Paragraph 4a of Regulation [REDACTED] Hours of Work 25X1A

c. OTR Staff Study dated 30 July 1952, and attachment; Subject: Determination of Work Week Applicable to Personnel Assigned to Certain Training Facilities and/or Courses

1. The attached memorandum from the Acting General Counsel was forwarded thru the Director of Training for information and comment.

2. I have noted that the opinion expressed therein affirms the original opinion of that office regarding the legality of current Agency policy on the matter of overtime compensation for hours spent by students in Agency-sponsored training activities.

3. Regarding paragraph 4 of the attached memorandum, your attention is invited to the Staff Study prepared by this Office 30 July 1952 (Reference c, above) which recited as a basis for the policy now current that "... the participating individual employee derives substantial personal benefits ..." from Agency-sponsored training programs. This remains true and since there is no legal objection, it is my belief that continuation of the policy is in the best interests of the Agency.

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4. This Office has no objection to a restatement of the present regulation in order to clarify the intent and scope of the policy as expressed therein. However this Office does not concur in the revision proposed in paragraph 3 of Reference A, above, since it fails to provide for exceptions to the general policy and, as written, would be applicable to those providing training as well as to student personnel. In other particulars the proposed revision is acceptable.

MATTHEW BAIRD  
Director of Training

Attachment

OTR/PRS/JER:mjf (11 May 1954)

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ORIGINAL DOCUMENT MISSING PAGE(S):

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